

Gloucestershire Constabulary
Police Headquarters
No.1 Waterwells, Waterwells Drive
Quedgeley, Gloucester. GL2 2AN
www.gloucestershire.police.uk



Your reference:

Our reference: FOI_26_0075

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 04/06/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_26_0075

On 04/06/2026 you sent an email constituting a request under the Freedom of Information Act asking the following:

I am writing to request information about police officer recruitment plans for your force for the forthcoming 12-month period.

Specifically, I would like to receive the following details:

Planned Number of Police Officers to be Recruited O The total number of police officer positions your force intends to recruit over the next 12 months.

Which routes you intend to use to recruit by:

- o PCEP
- o PCDA
- o DHEP
- o PPD
- o Detective programme

Recruitment Window(s)

- o the expected or confirmed dates when recruitment windows will open and close for these police officer positions.

Support for Applicants

- o Details of any support, guidance, or resources your force provides (or plans to provide) to applicants during the recruitment process. For example:

Applicant workshops

Preparation materials (e.g., for assessments or interviews)

Dedicated applicant support contacts

Outreach to under-represented or specific communities

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary holds some relevant information.

Police Officer and Detective Constable Recruitment

At the time of responding to your request, Gloucestershire Constabulary is not currently recruiting police officers or detective constables.

At the time of writing, it is believed that the next cohort intake will be March 2027 with Police officers being recruited via the Police Constable Entry Programme (PCEP) and Detectives being recruited via the Degree Holder Entry Programme (DHEP) and the Detective Constable Entry Programme (DCEP) entry routes. This is however subject to change.

In relation to the intended numbers of both police officers and detective constables, the Constabulary cannot provide the planned numbers due to not yet knowing what the number of planned and unplanned leavers will be, along with any uplift or decline in recruitment in keeping with a statutory obligation to comply with any government thresholds around staffing levels.

Entry Routes into Policing

Gloucestershire Constabulary can confirm that in relation to the next recruitment phase, it will use the following entry routes:

- PCEP
- DHEP
- DCEP

The following routes are to be confirmed

- PCDA
- DHEP
- PPD

Support for Applicants

The Constabulary offers a range of support for applicants during the recruitment process which aims to provide candidates with further information around the various stages of the recruitment process.

The Constabulary hosts mandatory familiarisation events during the recruitment process, with the aim to provide an insight into what is expected of candidates, and this also provides an opportunity for individuals to raise any concerns or ask any questions.

The Constabulary also operates an in-force team, called the “Better Together Team” which is on hand throughout the recruitment process, they’re available to assist with supporting aspects such as interview techniques. This is support available for all candidates should they wish to access it. The Better Together Team also undertake outreach to under-represented or specific communities. The team also host their own recruitment engagement events at careers fairs.

The Constabulary has also offered a fitness test event whereby candidates can attend talk hosted by our fitness trainers which aims to provide further information around the police fitness test and what would be expected of a candidate during the “Bleep” test.

Additionally, candidates are also signposted to the College of Policing Competency and Values Framework (CVF).

If you are not satisfied with this response or any actions taken in dealing with your request, you have the right to ask that we review your case under our internal procedure. Please note that a request for an internal review must be made within 20 working days of the response to your original request.

If you decide to request that such a review is undertaken and following this process you are still unsatisfied, you then have the right to direct your complaint to the Information Commissioner for consideration.

The Information Commissioner can be contacted via the following means:

Website - <https://ico.org.uk/>

Call their helpline - 0303 123 1113

Email - casework@ico.org.uk

Post – Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary